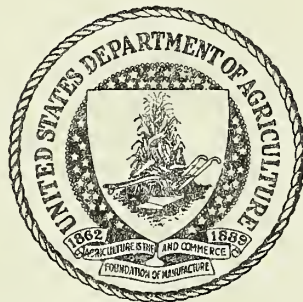


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Federal Extension Service
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CONCERNS - NEEDS - SITUATION

in

PROGRAM PROJECTION

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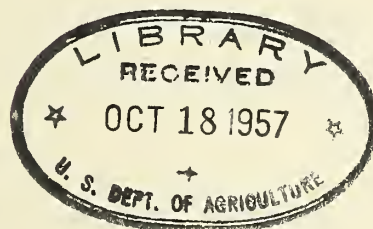
4-H Leaders

in attendance at the

NATIONAL 4-H CONFERENCE

Washington, D. C.

June 15 - 21, 1957



I. Lack of a clear concept of program projection, its purpose and values.

County

1. Some counties are concerned with production and marketing of agricultural products to the exclusion of youth and family relations problems.
2. Lack of understanding of program projection.
3. Recognizing fundamental objectives.
4. Unaware of why special attention should be focused on program projection--lack of perception.
5. Need for having program projection more clearly defined.
6. More leaders having a knowledge of program projection as it relates to 4-H.
7. Extension personnel need to realize more the importance of long-time 4-H planning, that the 4-H program is a family program.
8. To get committees to recognize broad aspects of possibilities of program projection.
9. Unwillingness to accept new concept.
10. Failure to see direct application in the present program.
11. Agents do not have the philosophy for good program development.
12. Staff members are not completely convinced of the value in their county.
13. Failure of county committee to see the interrelatedness of youth work to the entire county development program.
14. Lack of direction on statewide basis.
15. Developing an understanding of program projection.

I. (continued)

County

(cont'd.)

16. Emphasis on commodities rather than on youth.
17. County program projection committees were instructed to set up, according to felt needs, goals without regard for present extension personnel or funds available.

State

1. 4-H program horizons need to be expanded.
2. Recognizing the part which can be played by other organizations, such as church, rotary, kiwanis, etc.
3. Motivation, understanding and philosophy of staff members.
4. Selling the idea to agents and executive committees.
5. Lack of understanding and acceptance by State staff of program projection and of the place of State staff in the process.
6. The need for a better knowledge of the extension workers and people we are attempting to educate and influence.
7. To get specialists to recognize that program projection is broader than subject matter.
8. Lack of understanding and mutual agreement among all staff members.
9. Staff members unable to see the total picture due to segmented tradition.
10. Staff members unwilling to try something new.
11. Lack of philosophy for good program development.
12. Goals have not been clearly defined.

I. (continued)

State

- (cont'd.)
13. Program not properly sold to the agents or the people.
 14. Feeling that it is a Federal program.
 15. Youth program regarded as a "separate" one from the overall program--a carryover from departmentalization of work.
 16. Often there are no concrete, well-formulated, quantitative goals on the State level.
 17. Developing an understanding of program projection in the county situation.
 18. How to keep program projection discussion from becoming too broad.
 19. Need statement on overall problem statewide aspect.
 20. Should we include all youth or just 4-H?

II. Lack of understanding of some of the methods and procedures involved.

County

1. How to promote integrative planning in 4-H and adult program.
2. Lack of organizational means of carrying out program projection.
3. Large county extension staffs--coordination of staff with special emphasis on youth aspects.
4. How to prepare the report -follow through.

II. (continued)

County

(cont'd.)

5. One of the real problems that county club agents had was the integration of the 4-H Club program as they had been carrying it out with the overall Extension program in the county.
6. Need for integrating program projection into present programs.
7. Problems: An overall committee can spend only so much time on the youth aspect. The need for the development of a youth subcommittee. Will a county program projection committee be content only with planning or will they need to be incorporated in the action phase too? If so, how can they be used in carrying out the program they have planned?
8. To get county extension personnel and committees to see that extension does not necessarily have to be responsible for everything but that it is advisable to bring in other groups and organizations to help solve problems.
9. To recognize that many other groups and organizations have available local information.
10. Agents are not sure how to approach the program.
11. Much of the work done to date has been done by the agents, not people.
12. A program is planned and developed for youth rather than a program of, by, and for youth.

II. (continued)

County

(cont'd.)

13. Lack of specific numerical goals for youth work.
14. Changing over to new methods without losing the benefits of previous organization and planning.
15. Failure to project the program beyond 1 year.
16. Getting youth involvement on program projection committees.
17. Coordinating all interested and vital groups.
18. Meeting places.

State

1. How to keep program from becoming too broad.
2. Overall problem statewide aspect.
3. Need community committees for parent training.
4. Should we include all youth or just 4-H?
5. Too wide a scope overlapping of youth committee and 4-H council.
6. Getting a three-department approach.
7. How to coordinate with adult approach.
8. How can you more effectively use the subject matter specialists and make them feel a part of program projection?
9. How can we keep the agricultural phase of work from overshadowing the 4-H or home demonstration phase since the county agricultural agent is usually responsible for directing county program projection?

II. (continued)

State

- (cont'd.)
10. Better coordination of information and effort at State level.
 11. Making better use of available resources and facilities at State level.
 12. State supervisors failure to agree on the part the county extension advisory committee members should play in program development.
 13. Supervisors have failed to stimulate agents.
 14. Task becomes one of 4-H staff only.

III. Lack of skill in working with others--especially in the group process.

County

1. The need for more active leadership and higher membership in the organizations that are already established. In some counties there is a need for more organized groups and these groups should be used to their fullest advantages as educational tools. In too many instances only a few leaders assume the active leadership in all the organizations in a community.
2. It is very difficult for agents to get people involved in planning a long-range program. The difficulty of seeing the long-range picture is the problem.
3. Developing techniques and skills in adult and junior leaders.

III. (continued)

County

(cont'd.)

4. Techniques for involving people.
5. An urgent need for more effective working relationships between 4-H staff people and supervisors.
The same is true regarding involvement of subject-matter specialists.
6. Guiding youth in evaluating opportunities.
7. Need for more support of parents in 4-H project work and other youth activities.
8. Lack of ability and security in working with groups.
9. Failure to appreciate the importance of involving more people.
10. Getting recognition of role youth can play in program development.
11. Getting county extension councils to study county 4-H situation.
12. Youth not represented on county program projection committees.
13. Relegating youth planning entirely to 4-H Club staff.
14. How can agents get time, etc., to assist in program.
15. Integrating the youth into the entire 4-H program.
16. Supervisors not giving county club agents more help with background information.
17. Small proportion of persons involved other than regular extension clientele.
18. Cooperation understanding from parents.

III. (continued)

County
(cont'd.)

19. Lack of some communities' support.
20. Membership of youth committee too limited to get a true picture of county needs. In Extension we need to "see ourselves as others see us."
21. Fitting the club to the community.
22. Extension personnel.

State

1. Need improved techniques to motivate county agents to mobilize communities for 4-H promotion.
2. Involving people at the colleges.
3. Need for overall understanding of youth phase of extension work and its place in rural and community development; what load should be assigned to youth work.
4. We need help in approaches and procedures for communicating to other members of the State staff the importance of youth work in relation to program projection.
5. Need of becoming involved in the process.
6. More effective techniques in communicating with and motivating extension workers and the people.
7. Failure to help agents with discussion techniques and problem solving processes.
8. Inadequate staffing for youth work.
9. Devoting time to program needed to make it effective.
10. Coordination of youth and adult programs.

III. (continued)

State

- (cont'd.)
11. Time of the State 4-H office in working with each individual county.
 12. Integrating the people outside of 4-H into the program.
 13. 4-H staff members have no definite responsibility.
 14. Need for more personnel in counties and on State level to do 4-H Club work.
 15. Insufficient number of personnel to handle program projection.

- IV. Lack of skill in the collection and use of data for analyzing situations and trends and in considering possible solutions.

County

1. Difficulty in collecting data on youth on the county basis.
2. Develop an awareness of potential enrollment and its need.
3. Selecting and presenting pertinent data and information.
4. Inability to envision the real situation 5 years hence.
5. Need training in how to interpret facts and figures.
6. Developing basic data related to youth situation and needs.
7. Providing materials for local people to study their own situation.
8. Overemphasis on immaturity of youth.

IV. (continued)

County
(cont'd.)

9. Overcoming the attitude that youth is living today as well as preparing for tomorrow.
10. Less than 25 percent of the total eligibles between the ages of 10-21 years are being reached.
11. Increasing numbers of urban 4-H Club members.
12. Large workload for present personnel.
13. Increased urban and non-farm enrollment.
14. Difficulty for extension agents and local citizens working with them to recognize the educational place of 4-H Club work in the total county effort in working with the boys and girls of the county.
15. Getting young people to focus attention on problems.
Often leaders recognize problems not seen by whole group.
16. Young people leave home to work, etc., after high school graduation in many counties.
17. No definite facts.
18. Time demands of the 4-H age person at school, church, home, and other organizations.
19. Trend toward more rural non-farm people. Increasing number of 4-H members coming from rural non-farm groups.
20. Competition with other organizations for young peoples' time.
21. School consolidation, which increases the number of club members per club and cuts down on the number of clubs.
22. Insufficient background information.

IV. (continued)

County

(cont'd.)

23. Customs and traditions.
24. Low standard of living.
25. Mechanized farms--less children.
26. Competition commercial entertainment.
27. More complete facts and figures were needed on existing youth organizations in order to set up goals based on actual needs.

State

1. Considerable variation in county situations make the preparation of background material difficult.
2. Collecting and interpretation of the use of reports and general data.
3. To get specialists to put down in writing what they foresee for future possibilities.
4. Inability to discover meaningful facts and data.
5. Programs designed for "somewhat easy to reach" youth.
6. Disorganizing effect of present school reorganization.
7. Heavy workload for the present State 4-H staff.
8. The rapid turnover of women extension agents primarily engaged in 4-H Club work.
9. One of the chief challenges in the State examination is to study the reports and suggestions from representative counties to the end that there is proper blend of county reports in the development of a state-wide program.
10. Re-enrollment.
11. Club drop-outs.

V. Need for training

- County
1. Training of local leaders--need for training materials.
 2. County staff turnover, particularly among 4-H farm and home advisers.
 3. Training and orientation of staff in the area of program projection.
 4. Agents need special training in the procedure of developing a youth program.
 5. Lack of trained local leaders to guide community club work.
 6. We need to be trained in determining "specifics" as related to definite learning focus. Also more help in followup evaluation.
 7. Another important problem is to clarify what uses are activities and how they fit in helping to develop specifics. A general need for understanding more fully youth behavior and developmental needs; seems very general.
 8. Need for training in the methods and techniques of program projection.
 9. Need for group development training.
 10. Developing more local leadership to assist boys and girls in 4-H and other youth activities.
 11. Agents want and need concrete and specific examples.
 12. Methods of developing with lay leaders the objectives of 4-H Club work.
 13. Methods of selecting and maintaining leaders who have high standards.

V. (continued)

County

(Cont'd.)

14. Methods of improving the leader training program to better meet the needs and problems of 4-H Club work.
15. Training local 4-H leaders.
16. Local leadership.
17. Inadequate leadership training for those on county level.
18. Lack of voluntary leaders.
19. How to obtain good leaders.
20. How to provide an adequate training program and help for leaders.
21. How to get leaders trained.

State

1. Improving quality of 4-H leadership and increase understanding of 4-H in communities and with parents.
2. Need to work with agents until they have sufficient training that they will not be afraid of handling planning meetings.
3. A need for increased training of extension agents and volunteer adult leaders.
4. Analyze leader training program.
5. Need community committees for parent training.
6. More adequate leader training programs on a state-wide level.
7. How to train agents to train leaders.

VI. Miscellaneous

- County
1. Heavy event and activity load.
 2. Large commercial farm operation -small number of family farms.
 3. Distance of sparsely settled communities.
 4. Inexperienced agents assigned to do the 4-H Club program.
 5. Rapid turnover of all extension agents.
 6. Need for allotting time on calendar of work.
 7. Non-acceptance of program projection by some county workers.
 8. Need for evaluation of county meetings by agents.
 9. Short tenure of service by extens on agents.
 10. Agents are fearful of the time that may be involved in the process.
 11. Objection to the use of the term "projection."
 12. Dislike for extra paper work.
 13. Mistaking projects as an end rather than a means to an end.
 14. Activities are planned for youth that will require that he play a superficial and unreal role rather than a realistic and dynamic role.
 15. Developing a program that will interest older teen-agers.
 16. Re-evaluation of projects.
 17. Securing sponsorship.
 18. Need older youth program not in 4-H Club work or other character building programs.

VI. (continued)

County

(Cont'd.)

19. Age to enter sewing, other projects.
20. Lack of parent nights.
21. More on awards and recognition.
22. Fairs: Livestock record books should be judged just the same as girls' work record books.
23. How to keep members in 4-H Club work; tenure too short.
24. Re-enrollment of first year members.
25. Lack of publicity.
26. Splitting club memberships on basis of ages because of difference in interests.
27. Obtaining and keeping parents' interest and support for 4-H Club work.
28. Carrying out increased urban 4-H Club work with personnel available.
29. Helping 4-H members fit their time devoted to 4-H Club project and activities in with their other youth and community demands on their time.
30. Shall it be sale of livestock through county 4-H auctions or through regular marketing channels?
31. Shall it be "show" or good farm practices which we teach 4-H members in agricultural project?

State

1. The biggest problem on the State level is that the personnel is so limited that very little has been done with the youth on program projection. We are beginning from scratch, so any ideas will be of great value.

VI. (continued)

State

- (Cont'd.)
2. Time management on the part of staff members.
 3. A lack of program communication (i.e. staff conferences) with subject-matter specialists.
 4. Competition of too many other activities, both in and out of extension.
 5. Too busy with immediate problems, of serious economic nature.
 6. Failure to give the program a PRIORITY position.
 7. Projects more adaptable to older members pertaining to social activities, citizenship, etc.
 8. More practical up-to-date material, both project and reference.
 9. Standard livestock record forms.
 10. More information in project books to help members complete projects.
 11. Discard older and out-dated projects.
 12. Thought-provoking questions in adequate number to make every project a worthwhile project.
 13. Increasing number of State activities.
 14. Need to develop projects suitable for urban and rural non-farm 4-H members.
 15. Tying the 4-H projects more closely to the farm and home unit and planning.
 16. Club agent does not have time to work with age group 18 to 25.

VI. (continued)

State

(cont'd.) 17. Maine has no programs outlined or developed to capture interest of age group 18 to 25.

18. A new type of program planned for teen-age 4-H members, based on boy and girl group activity, is needed.

19. Need more personnel--an assistant State 4-H leader for boys, at least one subject matter 4-H specialist, an older youth worker.

